

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** September 5, 2007

**TO:** **BOARD OF EDUCATION**

**FROM:** Dr. Joe A. Hairston, Superintendent

**SUBJECT:** **PROPOSED DELETION OF POLICY 4216.1 – GRIEVANCE  
PROCEDURE, CLERICAL**

**ORIGINATOR:** J. Robert Haines, Deputy Superintendent

**RESOURCE  
PERSON(S):** Dr. Donald Peccia, Assistant Superintendent, Human Resources and  
Governmental Relations  
Daniel J. Capozzi, Manager, Office of Staff Relations

**RECOMMENDATION**

That the Board of Education approved the proposed deletion of Policy 4216.1. This is the third reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4216.1

**BOARD OF EDUCATION OF BALTIMORE COUNTY**  
Policy Analysis for Proposed Deletion of Policies 4216.1, 4216.2 and 4216.4

**Statement of Issues Addressed By the Proposed Revision**

The proposed deletion of Policies 4216.1, 4216.2, and 4216.4 is under consideration because the policies serve no purpose except to refer the reader to the appropriate Master Agreement for the grievance procedures for the respective classified employee group.

**Cost Analysis and Fiscal Impact on School System**

There will be no new fiscal impact on the system as a result of the proposed revision.

**Relationship to Other Board of Education Policies**

Other policies with a similar function will also be recommended for deletion.

**Legal Requirement**

State law requires that collective bargaining agreements be reduced to writing. The grievance procedures are set forth in the respective Master Agreements (MD Ed. Code Ann. §6-408(a))

**Similar Policies Adopted by Other School Systems**

The Maryland subdivisions treat this subject differently. For example, Montgomery County includes the entire grievance procedure in Regulation GKB-RB, while Anne Arundel County (Policy 800.33) has vague language similar to BCPS Policies 4216.1, 4216.2, and 4216.4. Carroll County has no language in policy that references grievances. The Maryland subdivisions include specific language regarding the grievance procedures in their Master Agreements.

**Policies to be Deleted**

See attached

**Other Alternative Considered By Staff**

Consideration was given to updating the language and combining the three policies (4216.1, 4216.2, and 4216.4) into one policy. After conversations with the Law Office, it was determined that these policies, as written, serve no functional purpose.

PERSONNEL: Classified

General: Grievance Procedure, Clerical

The policy on this subject is printed in the Master Agreement with BACE Baltimore County Educational Secretaries Association and Aides Association.

Policy  
Adopted: 12/11/69]

Board of Education of Baltimore County